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ABSTRACT

This progress report on the status of women presents: (1) the general background including structure (state, local, regional, and national), membership composition, and funding methods of such commissions; (2) general and special (Equal Rights Amendment, International Women's Year) program activities; and (3) lists of currently active state and local commissions (state, municipal and county.) (JLL)

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Commissions on the Status of Women A Progress Report

U.S. Department of Labor
Employment Standards Administration
Women's Bureau

1975

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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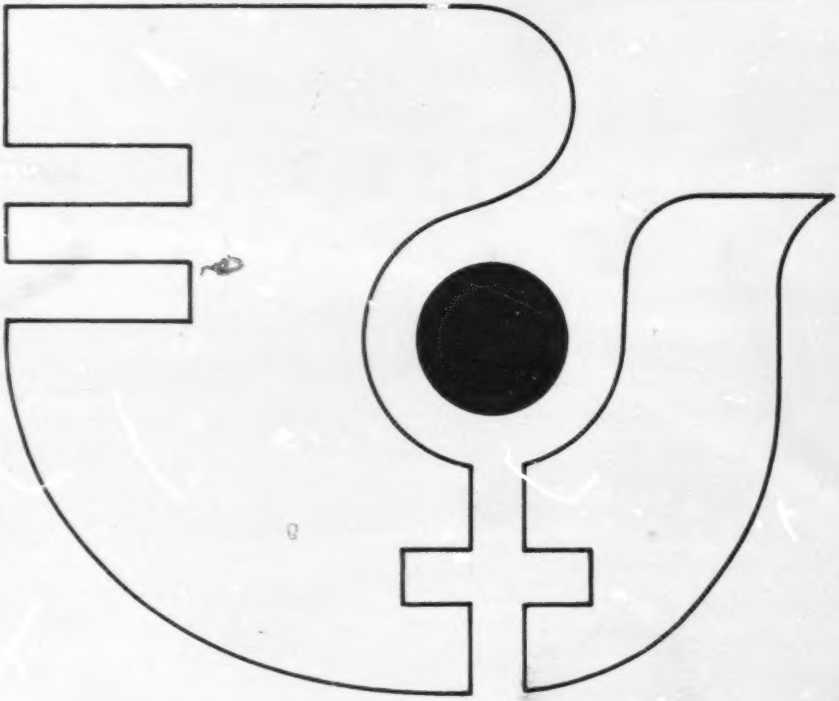

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FOREWORD

The Women's Bureau, as part of its contribution to International Women's Year, is happy to make available this brief report of what it considers to be a highly significant part of the women's movement in this country--the commissions on the status of women, officially established by State and local jurisdictions.

Since the first Governor's commission was appointed in Michigan in 1962, closely patterned after the 1961-63 President's Commission on the Status of Women, throughout the development of the present total of 123 active State and local commissions and the organization in 1970 of a national association, there has been a close and productive relationship between the Bureau and the commissions. The Bureau has been glad to make its resources available for the advancement of mutual goals and has watched with much interest the contributions that commissions have made to their respective jurisdictions by opening new opportunities for women in the workplace, in the home, and in the community.

The Women's Bureau appreciates the readiness with which 89 of the commissions answered the questionnaire the Bureau sent to them in May. Most of the information in this report comes from those answers, supplemented when necessary by information from such sources as Breakthrough (the official newsletter of the National Association of Commissions for Women) and other reports from commissions. Since space and time limit this report to highlights of commission structure and activities, readers seeking more information may wish to communicate with the appropriate Governors, Mayors, or county officials or with the National Association of Commissions for Women, Room 508, 2000 P Street, NW., Washington, D.C. 20036.

Carmen R. Maymi

CARMEN R. MAYMI
Director, Women's Bureau

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GENERAL BACKGROUND

The total number of commissions on the status of women at any one time is difficult to record, especially since city and county commissions have multiplied so rapidly during the past 2 years. The fluctuating nature of the overall total is illustrated by the fact that within a few weeks of this report going to press, several new local commissions were established, several others merged, and one State body reported a temporary change from active to inactive.

For the purposes of this booklet, the Women's Bureau has used the criterion of including only those commissions officially established by the top official, or the legislative or other authority of the area to be served, and in active status at the time of this report. This definition yielded 123 commissions, broken down as follows: 46 State commissions, plus the District of Columbia and the Commonwealth of Puerto Rico; 40 municipal; and 35 county. It was to these 123 groups that a questionnaire was sent requesting information on their background (establishment, membership, funding); programs (major emphasis and achievements, efforts in connection with the Equal Rights Amendment and International Women's Year); publications; and significant problems they have had to face.

Of the 123 commissions to which the questionnaire was sent, 89 responded in time for their data to be incorporated into this report. Replies were received from commissions in 40 States and the District of Columbia, 24 municipalities, and 24 counties.

Although throughout this report we refer to all the official groups as "commissions on the status of women," and most groups are in fact "commissions," it should be pointed out that some are constituted as councils or committees (for example, Montana Status of Women Advisory Council, Ohio Women's Services Division Advisory Council, Minnesota Women's Advisory Committee).

Structure

State

Of the 40 State commissions which replied to the questionnaire, 23 are "permanent" commissions established by legislative action, 16 by gubernatorial action, and 1 by the State Commissioner of Labor. The D.C. Commission on the Status of Women was established by the D.C. Board of Commissioners. Although some commissions date back to the period 1962-1967, when a commission was established in each of the 50 States, the District of Columbia, Puerto Rico, and the Virgin Islands, most have gone through several stages of organizational structure.

In some instances commissions have experienced a period of inactivity. In other cases they have moved from the status of an appointed commission to one mandated legislatively, usually as an independent entity, or, in a few cases, as part of an ongoing State agency. Such changes are illustrated in Montana and Louisiana, where commissions became part of the State Department of Labor Women's Bureau; in Ohio, where the commission became a part of the Bureau of Employment Services; and in Minnesota, where it was included within the Department of Human Rights. In New York, where it began as the New York Committee on the Education and Employment of Women, it later became the Women's Unit, attached directly to the Office of the Governor, and most recently was renamed the Women's Division.

Local

With the exception of the commission in Beaver Dam, Wisconsin, created by the Executive Council in 1966, and a short-lived one in Cedar Rapids, Iowa, the remaining 39 municipal commissions have been established in the 1970's. The creation of county commissions followed an almost identical pattern. Today there are 35 county commissions throughout the Nation.

Because city and county commissions have many of the same characteristics as well as problems, they are being grouped together throughout most of this report.

Regional

The Metropolitan Washington Coalition of Commissions on the Status of Women had its origin in 1972 when a group of governmentally authorized commissions in the Washington, D.C., area formed a loose federation to avoid duplication of activities and to strengthen their impact on this geographical area, where many of the problems are common. By 1975 this group included the State commissions of Maryland and Virginia and commissions in the District of Columbia; Prince George's, Anne Arundel, and Montgomery Counties in Maryland; Fairfax and Arlington Counties and the cities of Alexandria and Falls Church in Virginia. The purpose of the coalition as stated is "to provide opportunities to develop strategies for action on issues that affect women throughout the Metropolitan Area; to provide a mechanism for identifying leadership, establishing liaison, and exchanging information on issues of common concern to women in the various jurisdictions; and to provide opportunities for mutual problem solving on technical matters with which each commission deals."

The coalition is open to all commissions on the status of women in the area. There is no formal structure, no by-laws, and no regular secretariat. Taking and distributing minutes, and chairing the meetings are shared by all in rotation. The D.C. Commission has played a strong leadership role.

The clearinghouse function of the coalition has been its most important service, although the group worked actively together on joint annual meetings in March 1973 and March 1974 with the active cosponsorship and technical assistance of the Women's Bureau.

Both Indiana and California have plans in process for developing similar types of State-local coalitions within their State boundaries.

Regional efforts of coordiration and cooperation have been carried on almost since the beginning of commissions, sometimes among the groups themselves and sometimes in cooperation with the Women's Bureau. One such continuing program is that developed in the Kansas City region, where the chairpersons of the Kansas, Missouri, Iowa, and Nebraska commissions have worked with the Women's Bureau regional director to set up a system for interchange of information and joint activity between the commissions and the Department of Labor's regional staff.

National

Over the years, the need for a national clearinghouse and coordinating organization for the commissions on the status of women became increasingly clear, and in 1970, at the time of the 50th Anniversary Conference of the Women's Bureau, the Interstate Association of Commissions on the Status of Women was formally established. In March 1975, at the time of the Constitutional Convention, the name was officially changed to the National Association of Commissions for Women (NACW) to accommodate the growing number of local commissions and to assure them participation in the organization on an equal basis with the States.

The purpose of the national organization remains the same: to foster closer relationships and fuller exchange of ideas among members, and to further equal legal, social, political, economic, and educational opportunity and advancement for all men and women. The NACW is not a governmental entity, although its membership consists entirely of the official commissions established in the States and local jurisdictions. It is supported by dues paid by the member commissions (numbering 65 as this report goes to press), and has a small headquarters office in Washington, D.C.

Annual meetings have been held; the last one was in March 1975 in conjunction with the Constitutional Convention and will be continued in September 1975 in order to put into effect the changes made at the convention.

In 1974 an Education and Research Fund, Inc. was set up to serve as a coordinating point for potential research projects either for the NACW to carry out or to be made available as commission projects. The NACW publishes Breakthrough, a bimonthly newsletter to disseminate information about activities of State and local commissions. The association also maintains files of commission reports and serves as a resource exchange facility. The president advises member commissions of relevant legislative developments. NACW testifies on bills and regulations pertaining to women's issues and positions of the association. It conducts regional and national conferences which combine speakers and workshops on concerns of women. The program adopted annually covers issues ranging from sexism in education to problems of women offenders to women in vocational programs. The NACW and its member commissions work jointly for legislation, programs, and enforcement procedures which will enhance the position of women of all ages, racial and ethnic groups, and economic classes.

Membership Composition

There is no set pattern in the composition of the commissions. Some have as few as seven members (North Carolina, South Carolina); others as many as 60 (Massachusetts). Many have male members, and the data provided in the questionnaires seem to indicate a tendency toward increased membership of men, as well as minorities and youth, especially at the local level.

The following is a statistical summary of the replies received:

	Number of members	As a percentage of total
State		
Women	684	92
Men	60	8
	744	
Of which:		
Minorities	113	15
Youth	17	2
Local		
Women	347	92
Men	30	8
	377	
Of which:		
Minorities	155	41
Youth	41	11
District of Columbia		
Women	17	94
Men	1	6
	18	
Of which:		
Minorities	11	61
Youth	0	

Note: Above figures do not include State commissions of Georgia and Massachusetts, nor the local commissions of Columbus, Indiana, and Fairfax, Virginia, which did not provide a breakdown of their membership. Youth membership includes those under 25 years of age.

Funding

Although many commissions (24 State and 23 local) consider funding to be one of their principal problems, a number have been successful in obtaining State appropriations, as well as grants from both government and private sources, and measurable in-kind services such as free space, duplication facilities, equipment, materials, and other supplies and services. There is an increasing realization of the value of salaried staff, of sufficient travel money to enable all members to attend official commission meetings, and of enough funds for other administrative and program items that help commissions do an effective job in accordance with their mandates.

Because many commissions answering the questionnaire did not yet know their appropriation for 1975-76, the figures for 1974-75 are used in the following paragraphs. Interestingly, those few commissions which had already received their new appropriations showed for the most part an increase, a fact which seems to indicate increased support in spite of the economic situation and a growing importance of the commissions in the eyes of the legislatures and other pertinent authorities. Some examples of the increases are: New Mexico, which had an appropriation of $45,000 is receiving $73,000 during the current fiscal year; Louisiana, which went from $20,000 to $60,000; Wisconsin, from $20,000 to $43,300; Nebraska, from $23,000 to $36,000; and Oregon, from $4,000 to $10,000.

Of the 40 State commissions reporting their 1974-75 appropriations, California with $122,232 and Pennsylvania with $106,000 topped the list, followed by Michigan and Connecticut with $89,000 and $80,000, respectively. Five commissions received between $40,000 and $50,000 each; 11, between $20,000 and $40,000; and 13, less than $20,000. Seven commissions had no funds appropriated to them, although four of these received some in-kind services.

Among municipal and county groups, Montgomery County, Maryland, with $77,170 has the largest appropriation, followed closely by Seattle, Washington, with $72,000. Another 18 local commissions are receiving appropriations that range from $600 in Miami, Florida, to $52,189 in Prince George's County, Maryland.

Some commissions are tapping other sources. The California commission, for example, received a Rockefeller Foundation grant of $143,578 for a study on the societal impact of conformance of laws to the Equal Rights Amendment.

Local CETA (Comprehensive Employment and Training Act) moneys are also proving to be good funding sources for many commissions. Those which have obtained such funds include Iowa, which received about $56,500 to determine the extent of underemployment and underutilization of women in the State's labor force. A $47,500 grant to the North Carolina Commission on the Education and Employment of Women will enable the commission to hire three regional coordinators. With a $25,000 CETA grant, the Vermont commission is funding three full-time staff positions for 8 months to develop a program in the areas of sex discrimination in employment practices and in public and community education. Another CETA grant for $37,000 was made available to the Georgia commission for a study of barriers to the employment and advancement of women. A $16,000 grant will help the Maine commission pay for its executive director and a secretary. The Florida commission, with help from a $6,500 CETA grant, is implementing a statewide recruiting program called IMPACT (Identifying Management Potential and Career Talent), which seeks to attract women to management and administrative positions in the State government. The Pennsylvania commission reported that it has received tentative approval on a $117,000 CETA grant for 1975-76.

One county commission, that of Santa Clara County in California, reported a $25,000 CETA grant for staff support.

From the State Board for Public Programs in the Humanities, the Iowa commission received a $5,000 grant for sponsoring four conferences around the State on the subject of the family unit. A similar grant of $4,572 from the State Humanities Council, enabled the Kentucky commission to organize a workshop in connection with International Women's Year. In Florida, the Endowment for the Humanities approved a $15,000 grant for the State commission to host a conference on the Florida family in order to examine existing programs and legislation affecting the family and recommend legislative changes to the Governor. A $9,680 grant from the Nebraska Committee on the Humanities will enable the State commission to produce eight TV shows on "Nebraska Women and the Law" for broadcasting over local educational television.

PROGRAM ACTIVITIES

Many of the efforts and resources of the commissions have gone toward activities related to ratification of the Equal Rights Amendment (ERA) and to International Women's Year, both of which are discussed at the end of this section. But other activities aimed at speeding up the process of elimination of discrimination against women are being developed by commissions throughout the Nation.

General Activities

A summary breakdown of program activities reported by State and local commissions shows: 60 projects in education; 58 in employment-related fields; 34 related to legislation; 25 dealing with political action; 25 on rape; 25 on child care; and 19 on credit and banking.

A major area of emphasis of the commissions has been legislation to provide full equality and protection of the rights of women, including revision of discriminatory laws as well as passage of new legislation. The Idaho Commission on Women's Programs feels that its greatest impact has been in the revision of the State's marriage and rape laws. Connecticut's Permanent Commission on the Status of Women reports as its major area of impact its efforts to sex neutralize the statutes, as have other commissions where the ERA has been ratified.

Public hearings have been used also by some commissions to focus attention on sex discrimination. Delaware's Council for Women held hearings on credit and banking discrimination which had great impact on public opinion in the State.

A major area of emphasis for many commissions is the field of employment rights and opportunities, including work conditions and benefits, employment practices, entrance requirements and upward mobility, equal pay and benefits, job counseling, and the implementation of affirmative action programs both in the private and the public sectors. In this connection, Colorado has established a network of women's resource centers throughout the State, with the purpose of improving opportunities, developing women's abilities, and creating a social climate in which women can participate in all aspects of life to the full extent of their capacities and desires. Also, the Colorado commission conducted a study of the top 685 positions in the State Department of Personnel to determine whether women were adequately represented. In Vermont the commission sponsored conferences on equal employment for about 350 employers or personnel managers from firms employing 20 or more persons. The Oklahoma commission cosponsored with the Oklahoma Human Rights Commission an in-depth study of the distribution of women and minorities in the State employment system.

Other commissions which reported significant work in the employment field are Connecticut, Georgia, Idaho, Illinois, Iowa, Massachusetts, Minnesota, Missouri, Nebraska, North Dakota, Ohio, Tennessee, Virginia, and Wyoming.

The area of skills banks or public service rosters is another one in which many commissions are active, and these have served in many instances to help identify women for high-level appointments. In Oklahoma the Governor appointed two women to District Judge positions; in Tennessee three women have been appointed to full cabinet and deputy cabinet positions, and some gains have been made on boards and commissions; in Wyoming the new Governor used the talent bank in making appointments. Other commissions which reported significant work in this field include Georgia, Minnesota, Maine, Mississippi, Missouri, North Dakota, Ohio, Rhode Island, and South Dakota.

Some commissions have emphasized the concerns of special groups of women. The California commission is conducting a pilot project entitled "Women in Transition," which seeks to train community volunteers to provide counseling and support services for inmates of the Sacramento County jail as they serve sentences and when they return to the community. The State commissions of Georgia and Tennessee also reported efforts on behalf of women offenders. The Virginia commission is giving special attention to the problems of older women. The North Dakota commission, with the help of experts on estate tax, insurance, veterans pensions, and social security, plans a series of seminars on the economics of widowhood entitled "You're One Man Away from Disaster," specifically addressed to helping rural women. Wisconsin has placed emphasis on no-fault divorce with economic protection for the homemaker, raising awareness of the hazardous position of homemakers, and disseminating information on specific legislation to correct some of the inequities.

Education is another area which has received considerable attention from commissions throughout the Nation. Included are efforts to eliminate sex stereotyping in educational materials, especially in the early grades; to eliminate other forms of sexism in education; and to open up more educational opportunities to women. Commissions active in this field include Colorado, Connecticut, Delaware, Idaho, Illinois, Maryland, Massachusetts, Michigan, Minnesota, Ohio, Oregon, Rhode Island, Tennessee, and Wisconsin.

Another concern has been the entire area of credit and banking, including the enforcement of new laws and regulations. The commissions of Delaware, Florida, Idaho, Illinois, Iowa, Kentucky, New Hampshire, Pennsylvania, South Dakota, Tennessee, Washington, and Wisconsin reported priority projects in this field.

New rape bills or reform of rape statutes have been promoted actively by the commissions in Idaho, Maryland, Nebraska, West Virginia, Wisconsin, and Wyoming.

Commissions which reported special interest in child day care (and in some instances night and emergency care) are Connecticut, Iowa, Massachusetts, Ohio, South Dakota, Tennessee, and Virginia.

Marriage laws are receiving special attention in Idaho, while health concerns is one of the priorities of the Pennsylvania commission. The Maryland commission is particularly concerned with providing shelter for battered housewives, and Minnesota has special interest in the issue of maternity leave. Nebraska and Washington are giving emphasis to insurance laws, while Wisconsin is particularly concerned with the discriminatory aspects of the inheritance tax.

The publication of studies and reports, as well as of general materials of help to women, has received the attention of many commissions. The North Carolina Commission on the Education and Employment of Women published a 210-page statistical documentary entitled "The Status of Women in North Carolina," which was the result of a year-long research project. Other State commissions--including Alabama, Georgia, Michigan, Nebraska, New Hampshire, Oregon, South Dakota, and Wisconsin--have published material on the laws of their respective States as they affect women. Other commissions have focused on various subjects for their publications, for example, "Rape and the Treatment of Rape Victims in Georgia"; "Sex Discrimination in an Elementary Reading Program," published by the Michigan commission; "Women and Insurance," "Assessing Women's Needs in Your Community," and "Steps in Setting Up a Child Care Center," published by the California commission. Fifty-nine commissions also publish newsletters to inform the general public of their activities and to keep their own membership abreast of developments in the field of women's rights.

Besides specific projects in employment, education, political participation, rape, child care, and others, there is a "ripple effect" being created by commissions throughout the country. Many State commissions have been instrumental in bringing together diverse private and public groups to participate on issues, thus multiplying the effectiveness of their work. In Maine, for instance, the commission has been active in bringing groups together on issues such as providing AFDC (Aid for Families with Dependent Children) grants to indigent women and benefits for pregnant women, and working toward the appointment of more women to the State government. The Virginia commission for several years convened a statewide congress of women's organizations to deal with issues of mutual interest. It also helped convene a Governor's conference on day care. The ripple effect in North Carolina takes the form of a push toward the creation of county councils on women throughout the State.

Many commissions have worked closely with the Women's Bureau on two series of conferences: one on improving job placement programs for WIN (Work Incentive Program) mothers, and another on opening up apprenticeship programs to women.

A conference on "Employment Awareness for Indian Women" was held on the Navajo Reservation in Shiprock, New Mexico, July 24-25, 1975. It was sponsored jointly by the North American Indian Women's Association, the Women's Bureau of the Department of Labor, and the New Mexico Commission on the Status of Women. Initiated at the request of local women, the conference came about as a result of widespread unemployment among local Navajos after the shutdown of an electronics plant causing the loss of about 400 jobs, mostly women working on the assembly line. The purpose of the conference was to make the women aware of their employment rights so they would know better how to deal with their own situation as expected new industries come into the community. It was the first conference of its kind held on an Indian reservation or in an urban area.

In addition to the activities mentioned, commissions have been a catalyst for action by other agencies, pushing and prodding to make them more responsive to the needs of women.

Special Activities

The Equal Rights Amendment

Most commissions have actively participated in efforts to ratify the Equal Rights Amendment in their respective States. Where commissions are prohibited from lobbying, commission members, as individuals, have worked for ratification.

Efforts to ratify the ERA have brought about formation of coalitions in most jurisdictions, some of which have gone on to work for amendments to the State constitution. In Maryland, for example, where the State legislature ratified the ERA early, the commission organized a coalition which led to a successful referendum of an Equal Rights Amendment to the Maryland constitution in November 1972. Many other commissions have taken similar action.

Some commissions have found it necessary to devote their energies to keep ratification. In Idaho, for example, where rescission efforts have occurred during each legislative session, commission members have worked to get ERA support letters to legislators. Another case in point is Nebraska, where the legislature ratified ERA in 1972 and rescinded the measure in 1973, in spite of opposition from the commission. In 1975 a resolution was introduced to rescind the rescission and the commission has published information to provide facts to the State Senators on the Equal Rights Amendment. In New Mexico the commission has been leading the fight to maintain ERA against a strong move in the State to rescind the ratification.

But ratification of the ERA has also led to new activities on the part of some commissions. The California commission has underway a study of the societal impact of conformance of laws to the ERA. The Wisconsin commission has advised its State legislature in the drafting of a comprehensive ERA implementation bill, testified on it at a public hearing and disseminated information on the bill throughout the State. Connecticut, Maine, and Nebraska are among those commissions which are taking steps to neutralize sexist terms in all statutes.

International Women's Year

International Women's Year (IWY) was ushered in early in January with proclamations by the President of the United States, as well as by numerous Governors and Mayors throughout the Nation declaring 1975 as International Women's Year in their jurisdictions.

The District of Columbia commission and the Women's Bureau, in cooperation with the Metropolitan Washington Coalition of Commissions on the Status of Women and some 100 organizations, sponsored a major event on January 10 kicking off IWY activities in the area. The event attracted more than 1,300 persons. The D.C. Commission also developed a project called "Women in Action," which defined achievable goals for 1975. Cosponsored by 36 women's organizations, the project determined specific goals in about 20 areas--including child day care, criminal justice, employment, housing, and sexual assault laws--which they believed could be achieved during 1975 if all groups concerned worked together to support them.

A variety of activities have been held and are still being held around the Nation to highlight women's contributions and changing roles. A Nebraska IWY coalition of 48 organizations, initiated and coordinated by the State commission, undertook a project for a weekly newspaper column devoted to achievements by women--researched, written, and illustrated by coalition members. The North Carolina commission sponsored a statewide poster contest for high school students with the purpose of raising awareness around the theme of "History of Women Since 1776."

In South Dakota, a slide-tape show on Indian women in that State is being produced by a task force headed by a woman member of the State commission who is a Sioux Indian.

The Michigan commission, together with the State Department of Highways and Transportation, prepared for display throughout the State an exhibit of 30 women who were first in their fields or who have made outstanding contributions to women's rights.

"Minnie Craig Day" was the IWY kickoff organized by the North Dakota commission. Minnie Craig was a pioneer woman legislator and Speaker of the North Dakota House in 1933--the first woman in the country to hold such a position--who was little known before the event but who has since become a "household word" in North Dakota.

Among other activities being sponsored by commissions, New Hampshire is collecting material for a history of women who have fostered change in the State; and in Rhode Island, monthly events have been planned to honor and highlight individual Rhode Island women in different fields and vocations. In New Mexico the Governor's Commission on the Status of Women, together with the IWY Steering Committee, has scheduled a Conference and Fiesta de Mujeres focusing on the contribution of New Mexico women to the arts, sports, music, and theatre. The celebration is to take place at Las Cruces, and will emphasize the rich multicultural traditions and influences on the State.

Oregon, with the help of 60 organizations, is planning a week-long showing at the auditorium of a major department store in Portland featuring IWY and Opportunities for Women. In Georgia some 100 TV spots are being produced and shown over local stations, and Louisiana is sponsoring a celebration honoring native American women of Louisiana. The Maryland commission, together with the Maryland Library Association,

requested all libraries to develop special display materials to focus on International Women's Year and Women's Equality Day. Earlier in the year, it had cosponsored a Women's Fair with 3,000 participants launching IWY statewide. In Pennsylvania the State commission sponsored an exhibit in the State Capitol Rotunda relating to international women who have appeared on stamps and memorabilia.

APPENDIX

Currently Active State and Local Commissions

State Commissions

Alabama
California
Colorado
Connecticut
Delaware
District of Columbia
Florida
Georgia
Hawaii
Idaho
Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania
Rhode Island
South Carolina
South Dakota
Tennessee
Utah
Vermont
Virginia
Washington
Wyoming
West Virginia
Wisconsin
Commonwealth of Puerto Rico

NOTE: Those currently inactive are Alaska, Arizona (in transitional stage), Arkansas, Texas, and the Territory of the Virgin Islands.

Municipal Commissions

Phoenix, Arizona
Concord, California
Los Angeles, California (2)
San Diego, California
San Francisco, California (Joint city/county)
Jacksonville, Florida
Miami, Florida
Miami Beach, Florida
Columbus, Georgia
Honolulu, Hawaii
Columbus, Indiana
Fort Wayne, Indiana
Gary, Indiana
Indianapolis, Indiana
Lafayette/West Lafayette/Tippecanoe County, Indiana
South Bend, Indiana
Boston, Massachusetts
Quincy, Massachusetts
Hattiesburg, Mississippi
Columbus, Nebraska
Scottsbluff, Nebraska
Omaha, Nebraska
Reno, Nevada
New York City, New York
Greensboro, North Carolina
Rockingham, North Carolina
Austin, Texas
Dallas, Texas
Fort Worth, Texas
San Angelo, Texas
San Antonio, Texas
Wichita Falls, Texas
Alexandria, Virginia
Falls Church, Virginia
Seattle, Washington
Beckley, West Virginia
Beaver Dam, Wisconsin
Merrill, Wisconsin
Wausau, Wisconsin

County Commissions

Alameda County, California
Humboldt County, California
Los Angeles County, California
Marin County, California
Monterey County, California
San Bernardino, California
Santa Barbara County, California
Santa Clara County, California
Santa Cruz County, California
Sonoma County, California
Tulare County, California
Dade County, Florida
Key West (Monroe County), Florida
Palm Beach, Florida
Hilo, Hawaii
Kula Maui, Hawaii
Anne Arundel County, Maryland
Montgomery County, Maryland
Prince George's County, Maryland
Howard County, Maryland
Washtenaw County, Michigan
Alamance County, North Carolina
Alexander County, North Carolina
Asheville/Buncombe County, North Carolina
Gaston County, North Carolina
Guilford County, North Carolina
Mecklenburg County, North Carolina
Robeson County, North Carolina
Rockingham County, North Carolina
Transylvania County, North Carolina
Wake County, North Carolina
Winston-Salem/Forsyth County, North Carolina
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